

2016 Tennessee Educator Survey Evaluation Administrator Module

The Tennessee Consortium on Research, Evaluation, and Development and the Tennessee Department of Education are pleased to continue in partnership to present the Second Annual Tennessee Educator Survey¹. This survey examines a variety of areas including school culture, school leadership, instructional practices, and teacher and administrator evaluation.

The Survey consists of five core versions provided to each of the groups listed below.

1. Teachers
2. Building Administrators
3. Counselors
4. Instructional Coaches
5. Certified School-Level Support Staff

Teachers and administrators complete the appropriate core, and may be assigned several branching questions related to the specific nature of their position. Teacher and administrator branches include the following.

Teacher Branches

1. Early Career
2. High School
3. IPI School

Administrator Branches

1. IPI School

Teachers and administrators complete the appropriate core and a randomly assigned module. The Evaluation Administrator Module follows this introduction. Teacher and administrator modules include the following.

Teacher Modules

1. Professional Learning
2. Assessment and Standards
3. Personalized Learning
4. Evaluation
5. Early Literacy
6. High School
7. IPI Teachers
8. Pre-Kindergarten

Administrator Branches

1. Professional Learning
2. Assessment & Standards
3. Personalized Learning
4. Evaluation

Survey participants generally are able to complete their portion of the survey in 15 – 25 minutes.



¹ Questions on the Tennessee Educator Survey were derived from a variety of sources including: the Tennessee First to the Top Survey; the Consortium on Chicago School Research (CCSR) surveys; the Schools and Staffing Survey (SASS), the Teaching, Empowering, Leading and Learning (TELL) survey; the What Makes Schools Work survey; and the Gates Measure to Learn and Improve surveys. Several items were also drafted by the Tennessee Department of Education. For more information on the source of individual questions, please contact the Tennessee Consortium on Research, Evaluation, and Development.

Tennessee Educator Survey: Administrator Survey Modules

Administrator Module E: Evaluation

1. Did you or other staff give teachers feedback this year based on last year's evaluations?
 - a. Teachers in my school received feedback based on last year's evaluation regardless of where that evaluation came from.
 - b. Teachers in my school received feedback based on last year's evaluation if that evaluation came from my school.
 - c. Feedback was not given based on last year's evaluation.
2. Please indicate which of the following that has been, or will be included in the Overall Evaluation Score for the teacher evaluation process this year? (Select all that apply)
 - a. Observations of their teaching
 - b. Student achievement growth from individuals' classes (e.g., TVAAS)
 - c. Student achievement growth from the school as a whole
 - d. Portfolio model
 - e. ACT/SAT/Explore/Plan
 - f. AP/IB/NIC suites of assessments
 - g. Other state or national assessments
 - h. Graduation rate
 - i. Student surveys
 - j. Parent surveys
 - k. Colleague/peer surveys
3. Please indicate which of the following that has been, or will be Used for Feedback for the teacher evaluation process this year? (Select all that apply)
 - a. Observations of their teaching
 - b. Student achievement growth from individuals' classes (e.g., TVAAS)
 - c. Student achievement growth from the school as a whole
 - d. Portfolio model
 - e. ACT/SAT/Explore/Plan
 - f. AP/IB/NIC suites of assessments
 - g. Other state or national assessments
 - h. Graduation rate
 - i. Student surveys
 - j. Parent surveys
 - k. Colleague/peer surveys
 - i. Other (Please specify)

4. Please indicate the extent to which you agree or disagree with the following statements regarding each aspect of the teacher evaluation system your school used this year.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. <carry forward 2a if checked eval box at 2a> is appropriate for use in overall evaluations.	1	2	4	5
b. I understand how to use <carry forward 2a if checked eval box at 2a> in evaluations.	1	2	4	5
c. <carry forward 2b if checked eval box at 2b> is appropriate for use in overall evaluations.	1	2	4	5
d. I understand how to use <carry forward 2b if checked eval box at 2b> in evaluations	1	2	4	5
e. <etc. for 2c-l>				

5. Please indicate the extent to which you agree or disagree with the following statements regarding the evaluation process.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The teacher evaluation process focuses on the aspects of teachers' work that will affect student learning.	1	2	3	4
b. The teacher evaluation process helps teachers to identify areas where they can improve.	1	2	3	4
c. The teacher evaluation process helps teachers to identify areas where their teaching is strong.	1	2	3	4
d. The teacher evaluation process provides teachers with clear expectations for their teaching.	1	2	3	4
e. The teacher evaluation process establishes specific standards for effective practice for teachers in my school.	1	2	3	4
f. The teacher evaluation process helps teachers plan instruction and develop lesson plans.	1	2	3	4

2016 Tennessee Educator Survey

g. The teacher evaluation process overall has helped improve teachers' instructional practices.	1	2	3	4
---	---	---	---	---

6. Please indicate the extent to which results from teacher evaluation ratings as a whole in your school are used for the following purposes.

	Not at All	To a Small Extent	To a Moderate Extent	To a Large Extent	Do Not Know
a. To identify areas in which teachers need professional development	1	2	3	4	5
b. To determine whether particular teachers receive (or keep) tenure (or some other irrevocable job security)	1	2	3	4	5
c. To determine whether teachers receive a monetary bonus on top of their salary, a salary increase, or promotion to a higher level	1	2	3	4	5
d. To assign teachers to classes/students (within the school)	1	2	3	4	5
e. To provide information to parents and/or the general public about the quality of teaching at my school as a whole	1	2	3	4	5
f. To determine whether teachers enter into some type of probationary status (employee improvement plan, etc.)	1	2	3	4	5

7. Please indicate the extent to which you agree or disagree with the following statements regarding the teacher evaluation system used in your school district.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The system as a whole for assessing teachers generates fair and accurate results.	1	2	4	5
b. The evaluation criteria are applied equally to all teachers, regardless of their background or level of experience.	1	2	4	5
c. The system is effective in identifying outstanding teachers.	1	2	4	5
d. The system is effective in identifying teachers who are struggling.	1	2	4	5

8. Please indicate the extent to which you agree or disagree with the following statements regarding TVAAS (Tennessee Value-Added Assessment System).

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. I am able to give a brief, accurate explanation of TVAAS.	1	2	3	4
b. I have the expertise necessary to advise teachers on using TVAAS to inform instructional practice.	1	2	3	4
c. Teachers should use student growth to organize course materials during beginning of year planning.	1	2	3	4
d. Teachers should use student growth to organize their classroom (e.g. seating charts, etc.) during beginning of year planning.	1	2	3	4
e. TVAAS scores should be used to inform professional development priorities.	1	2	3	4
f. There is a trusted resource at my school for staff to consult when they have questions about TVAAS.	1	2	3	4
g. There is a trusted resource in my district that I may consult when I have questions about TVAAS.	1	2	3	4
h. TDOE communication concerning TVAAS is easy to understand.	1	2	3	4
i. I have attended a professional learning session on using TVAAS in the last year.	1	2	3	4

9. Please report on your view of the overall burden on PRINCIPALS AND OTHER ADMINISTRATORS related to the implementation of the entire teacher evaluation process.

LOW BURDEN	←————→			HIGH BURDEN
1	2	3	4	5

10. Please report on your view of the overall burden on TEACHERS related to the implementation of the entire teacher evaluation process.

LOW BURDEN	1	2	3	4	5	HIGH BURDEN
---------------	---	---	---	---	---	----------------

11. Please indicate the extent to which you agree or disagree with the following statements regarding time related to implementing the teacher evaluation system.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. Time spent on tasks related to the teacher evaluation system inhibits my performance on other key tasks.	1	2	3	4
b. Time spent on tasks related to the teacher evaluation system is valuable and worthwhile.	1	2	3	4

12. Please rate the extent to which your district and/or state has provided your school with specific types of support for implementing the teacher evaluation system. (Please think about the support received for participation in the teacher evaluation system over the course of the entire school year.)

	No Support	Some Support	Adequate Support	Strong Support
a. Leadership support (such as key information and guidance)	1	2	3	4
b. Time (such as time to complete evaluation materials)	1	2	3	4
c. Materials (such as guidelines to facilitate the process and programs to record evaluation data)	1	2	3	4
d. Access to staff with specific expertise (such as instructional coaches) within and/or outside of my school	1	2	3	4